



# *Reaching Higher in a State of Change*

**Report Card Preview & Implementation Update**

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# BACKGROUND & OVERVIEW

- ▶ **2020:** 21 Action Items vs. **2021:** 15 Action Items
- ▶ Many of the **Blueprint** items included in the 2020 action plan are ongoing.
- ▶ This leaves 19 action items in the strategic plan blueprint, which will be our focus items for 2022.
- ▶ Proposed refresh of full plan during 2022, adjusting narrative and adding new action items to the blueprint for 2023.
- ▶ The blueprint action items presented for 2021 Implementation are “as written” in 2019, and plenty has changed.

# ALIGNMENT & ENGAGEMENT

- ▶ **State Agencies:** Governor's Workforce Cabinet, Indiana Department of Education, Department of Workforce Development, Indiana Economic Development Corporation, Indiana Destination Development Corporation
- ▶ **Postsecondary Partners:** Public Institutions and ICI Institutions
- ▶ **K-12 Educator Partners:** Counselors Association, Principals Association, Superintendents Association, Newsletters and Events
- ▶ **External Partners:** Indiana Chamber of Commerce, CICI, Black Expo, Indiana Youth Institute, Indiana Latino Institute, Fairbanks, Lumina, Strada, Lilly, Regional and Community Groups

REACHING HIGHER IN A STATE OF CHANGE







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# 2020 REPORT



INDIANA COMMISSION for  
HIGHER EDUCATION

REACHING HIGHER IN A STATE OF CHANGE: 2020

<u>Educational Attainment</u>	<u>2019</u>	<u>2020</u>
Progress toward at least 60% of Hoosiers having a quality credential beyond a high school diploma	43.4%	48.5% 
Postsecondary Certificates	5%	5%
Industry Certifications	-	4.9% 
Associate	9.9%	9.9%
Baccalaureate	19.2%	19.2%
Graduate	9.3%	9.5% 
College-Going Rate	63%	61% 
On-time College Completion Rate	40.6%	42.3% 
Extended (6 Year) College Completion Rate	61.8%	62.0% 
Disaggregated by race/ethnicity in report card when possible		



## REACHING HIGHER IN A STATE OF CHANGE: 2021 PREVIEW

<u>Educational Attainment</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
<b>Progress toward at least 60% of Hoosiers having a quality credential beyond a high school diploma</b>	<b>43.4%</b>	<b>48.5%</b>	<b>48.3%</b> ↓
<i>Postsecondary Certificates</i>	5%	5%	5%
<i>Industry Certifications</i>	-	4.9%	4.9%
<i>Associate</i>	9.9%	9.9%	9.8% ↓
<i>Baccalaureate</i>	19.2%	19.2%	19.3% ↑
<i>Graduate</i>	9.3%	9.5%	9.3% ↓
College-Going Rate	63%	61%	59% ↓
On-time College Completion Rate	40.6%	42.3%	44.4% ↑
Extended (6 Year) College Completion Rate	61.8%	62.0%	63.6% ↑
<i>Disaggregated by race/ethnicity in report card when possible</i>			



REACHING HIGHER IN A STATE OF CHANGE: 2020

Career Relevance & Preparation	2019	2020
Progress toward 100% of postsecondary programs requiring a career relevant experience	-	77.9%

	Number of Programs	Career Relevance Incorporated			Career Relevance Required		
Associate and Baccalaureate programs at public institutions	1,123	89.9%			77.9%		
Meta Majors		Yes	Partially	No	Yes	Partially	No
Education	127	98.4%	0.8%	0.8%	93.7%	5.51%	0.79%
Arts and Humanities	237	81.0%	10.1%	8.9%	58.6%	22.4%	19.0%
Social and Behavioral Sciences and Human Services	119	93.3%	5.0%	1.7%	73.9%	16.8%	9.2%
Science, Technology, Engineering, and Math (STEM)	299	90.6%	7.7%	1.7%	77.6%	18.1%	4.3%
Business and Communication	125	88.8%	7.2%	4.0%	81.6%	9.6%	8.8%
Health	131	91.6%	6.1%	2.3%	90.1%	2.3%	7.6%
Trades	85	94.1%	3.5%	2.4%	90.6%	5.9%	1.2%



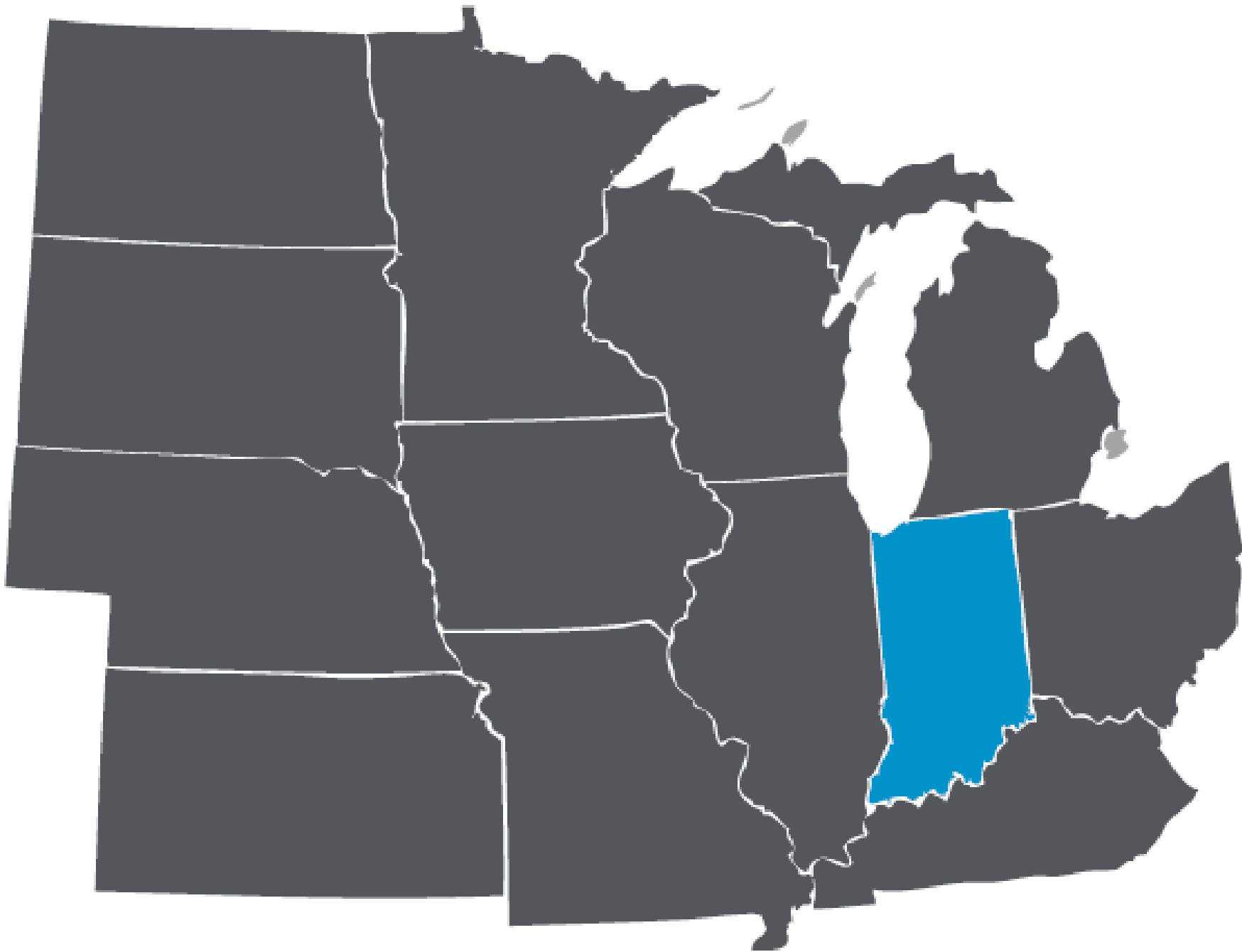
REACHING HIGHER IN A STATE OF CHANGE: 2020

Economic Impact	2019	2020
Progress toward Indiana becoming a leading Midwest state for median household income (adjusted for U.S. cost of living)	10 out of 13 (\$62,078)	10 out of 13 (\$64,941)

MIDWEST ECONOMIC IMPACT

EDUCATIONAL  
ATTAINMENT  
RANKING  
(AS OF 2020):

- 
1. Minnesota
  2. Kansas
  3. North Dakota
  4. Illinois
  5. Nebraska
  6. Wisconsin
  7. Iowa
  8. Ohio
  9. Kentucky
  10. South Dakota
  11. Michigan
  12. Indiana
  13. Missouri



MEDIAN HOUSEHOLD  
INCOME (ADJUSTED  
FOR U.S. COST OF LIVING;  
AS OF 2020):

1. Minnesota: \$76,115
  2. North Dakota: \$72,315
  3. Illinois: \$71,034
  4. Nebraska: \$70,647
  5. Wisconsin: \$69,824
  6. Kansas: \$69,604
  7. Iowa: \$69,316
  8. South Dakota: \$67,805
  9. Ohio: \$66,337
  10. Indiana: \$64,941
  11. Missouri: \$64,723
  12. Michigan: \$64,555
  13. Kentucky: \$59,834
- Average: \$68,235



# 2021 ATTAINMENT RATE

- ▶ Indiana's **2021 attainment rate is 48.3%** (national average is 51.9%), putting Indiana **12th in the Midwest** and **37th in the nation** among states.

- |                              |                               |
|------------------------------|-------------------------------|
| 1. Minnesota <b>59%</b>      | 8. Ohio <b>49.5%</b>          |
| 2. North Dakota <b>55.3%</b> | 9. Kentucky <b>49.4%</b>      |
| 3. Illinois <b>55.2%</b>     | 10. South Dakota <b>49.2%</b> |
| 4. Kansas <b>54.9%</b>       | 11. Michigan <b>49.1%</b>     |
| 5. Nebraska <b>54.9%</b>     | 12. Indiana <b>48.3%</b>      |
| 6. Wisconsin <b>54.7%</b>    | 13. Missouri <b>47%</b>       |
| 7. Iowa <b>53.4%</b>         |                               |

Indiana's Income Equity Gaps		
	2018	2019
All Hoosiers (adjusted for Indiana cost of living)	\$55,746	\$57,603
American Indian and Alaska Native	\$49,786	\$53,077
Asian	\$61,950	\$64,046
Black or African American	\$34,290	\$36,323
Non-Hispanic White	\$59,587	\$61,054
Two or More Races	\$42,853	\$48,946
*Hispanic or Latino Origin (of any race)	\$48,109	\$48,310

- ▶ Median Household Income **equity gaps persist**
- ▶ In 2019, Black Hoosiers experienced an income gap difference of more than \$10,000 (\$20,000 below the state average)

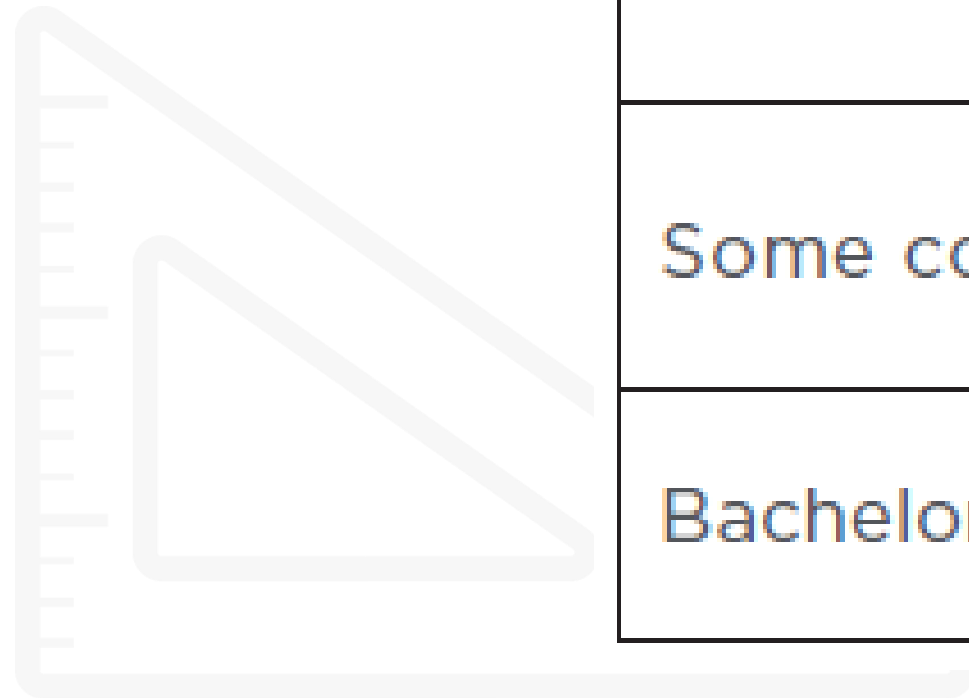
# MEASURING HOUSEHOLD INCOME

- ▶ **Measurement in RHSC:** Midwest vs. the Nation (adjusted for U.S. cost of living)
- ▶ **Alternative:** Indiana vs. the Midwest (adjusted for Indiana's cost of living)
- ▶ **Other Considerations:** COVID-19 economic impacts on household income/cost of living

# COVID-19 IMPACT ON UNEMPLOYMENT

- ▶ Hoosiers with education beyond high school were less likely to be unemployed during the pandemic than those with a high school diploma or equivalency or less.

	Civilian Population	Labor Force	Unemployment Rate
Less than a High school diploma	340, 000	43.9%	10.8%
High school graduates/HSE	1.496 million	55.9%	5.6%
Some college or Associate degree	1.163 million	64.7%	6.5%
Bachelor's degree and higher	1.474 million	76.2%	2.7%





Pathways and Transitions

Indiana must ensure its higher education system offers the right fit for every learner to increase postsecondary attainment, meet the state's economic imperatives and provide Hoosiers with greater opportunities for lifelong success. Postsecondary achievement starts in high school, and even earlier. For example, the College Scholar Success Program provides students and families with clear guidance on how to succeed in college and make the most of the college experience. Indiana has made great progress to ensure realignment of its education system and provide targeted support to Hoosier students as they transition through the talent development pipeline.

Pathways and Transitions	
Increase the number of high school students who earn a high-value technical certificate or the Indiana College Core before graduating (formerly STGEC).	
Increase the number of adult learners enrolling/re-enrolling in postsecondary programs by targeting populations who have exited the postsecondary pipeline or have never entered it.	
Encourage use of predictive analytics to identify student needs and tailor individualized support to ensure student success.	
Create a model "Learner-Ready" rubric to help campuses assess their readiness to accommodate the needs of their unique learner populations.	
Develop a digital, easily-sharable student-owned record, like a passport, that collects information about the skills and knowledge learners earn over the course of their education and careers.	
Develop web-based tools, built on common standards and linked, open data, to help learners easily navigate career and learning opportunities and to promote credential transparency.	
Require 100 percent of postsecondary programs to have an internship, work-based learning, research project or other student engagement experience that has career relevance.	

Students who need remediation in college, particularly in math, are far less likely to complete education beyond high school. When students can place directly into credit-bearing coursework, they are more likely to persist and attain a credential. Indiana has prioritized arming more graduates with a high school diploma and a workforce-ready credential with the alignment of Career and Technical Education (CTE) programs by mapping them to postsecondary courses and bolstered support and resources for the Indiana College Core (formerly the STGEC).

In 2020, Indiana...

Redesigned CTE pathways and launched [Next Level Programs of Study](#)

Rebranded the Statewide Transfer General Education Core (STGEC) to the [Indiana College Core](#)

Established the definition (NACE standards) and baseline tracking for the career relevance requirement.

Launched [Your Next Step](#), targeting Hoosier adults with resources to support pandemic recovery.

Offered career coaching and navigation through the Rapid Recovery for a Better Future initiative.

Increased participation in the [Next Level Jobs](#) Workforce Ready Grant. Since the program's inception, over 25,000 Hoosiers had completed a high-demand certificate or credential by December.

Further developed the [Indiana Credential Registry](#), including the inclusion of nonpublic institution the Education Training Provider (ETPL) and licenses.

Extended the You Can. Go Back. initiative in state statute to ensure timely, targeted communications to students exiting the postsecondary system.

REACHING HIGHER IN A STATE OF CHANGE - 2021 REPORT CARD

The Educator Pipeline

To have a strong education system, from pre-K through higher education and beyond, Indiana needs a strong educator pipeline. Filling the gaps in high-need areas and increasing educator diversity has never been a more pressing need. Indiana must approach this challenge by recruiting and retaining top teaching talent and increasing "outside the classroom" experience in solving real-world problems.

The Educator Pipeline	
Ensure early college credit opportunities are available in all schools by helping more educators get the training they need to teach these courses.	
Encourage more people of color to utilize state scholarship funding to increase diversity in the teaching profession.	

A focus on closing equity gaps in the teaching corps as it exists today—and in the pipeline of educators coming out of college and heading into the classroom—is critical to strengthening Indiana's education system. Today's classrooms are more racially and ethnically diverse than ever before and students of color benefit when they have teachers of color along their educational journey.

This is against the backdrop of a rising need to elevate the teaching profession and fill growing gaps in high-need areas. We must focus on recruiting and retaining top teaching talent and increasing educator diversity. The Commission, in partnership with the Indiana Department of Education, is committed to ensuring more Hoosier students in Educator Preparation Programs and adults returning to the classroom have the support needed to make an impact on the educator pipeline.

In 2020, Indiana...

Advocated for additional support and an extended deadline for dual credit teachers to become fully credentialed, per the Higher Learning Commission requirements.

Partnered with INvestEd to allocate \$3M for [Teach Dual Credit Indiana](#) for tuition for teachers pursuing dual credit credentialing.

Utilized Next Generation Hoosier Educator Scholarship funds for gaps in the Minority Teacher Scholarship to support more students of color in teaching programs.

Upgraded [ScholarTrack](#) to link applications for state teaching scholarships resulting in increases in applications for all state financial aid programs designed for teachers.

[Earline S. Rogers Student Teaching Stipend for Minorities](#) – available for Black and Hispanic students who will participate in student teaching or a school administration internship as a part of their degree requirements.

[Student Teaching Stipend for High-Need Fields](#) – available for students who plan to teach in a high-need field (middle or high school level math, science or Special Education).

[Next Generation Hoosier Educators Scholarship](#) – available annually to 200 high-achieving high school and college students in Education Preparation Programs who agree to teach for five years at an eligible Indiana school after graduation.

[William A. Crawford Minority Teacher Scholarship](#) – available for Black and Hispanic students pursuing a course of study that would enable them to teach in an accredited school in Indiana.

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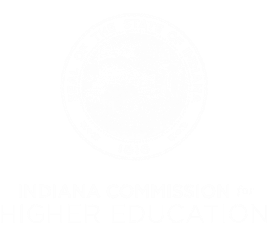
# 2021 PROGRESS



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PATHWAYS & TRANSITIONS

Action Item	Notes
Encourage two-year institutions to reconfigure programs so learners are enrolled in, complete and are awarded certificates as they continue toward their associate degree.	<ul style="list-style-type: none"><li>Underway with many Workforce Ready Grant programs, need baseline for other associate degree programs</li></ul>
Increase the number of summer bridge and other programs that help students transition from secondary to postsecondary education and combat summer melt.	<ul style="list-style-type: none"><li>Crossing the Finish Line allowed students to earn postsecondary credentials through a partnership with Ivy Tech and VU</li><li>Bridging the Gap allowed students to enroll and earn college credit at Ivy Tech (aimed at helping students meet math and English/Language Arts benchmarks)</li><li>CTE summer bridge to help students complete the hands-on requirements for CTE dual credit</li></ul>





AFFORDABILITY

Action Item	Notes
Increase the number of students earning intentional dual credit in high school.	<ul style="list-style-type: none"><li>2021 Early College Credit Report shows dual credit earnings have increased</li><li>Indiana College Core promotion highlights the importance and value of dual credit and aims at increasing ICC participation</li><li>Realigned all CTE to certificate/degree programs at ITCC/VU</li></ul>
Increase the number of learners completing college on-time or early.	<ul style="list-style-type: none"><li>Completion rates stayed on track in 2020 despite pandemic disruption</li></ul>
Increase the number of employers partnering with postsecondary providers to develop “grow your own” programs for their employees.	<ul style="list-style-type: none"><li>Increased engagement with organizations and agencies that focus on employer engagement with postsecondary</li><li>Upcoming convening with employers focused on increasing opportunities for students that have career relevance</li></ul>

# COMMUNITY ENGAGEMENT

Action Item	Notes
Increase the number of <b>active</b> , structured regional efforts <b>integrating</b> employers, educators and community groups to drive postsecondary completion.	<ul style="list-style-type: none"><li>• Strengthened collaboration with the <b>Indiana Talent Network</b> (including the (21st Century Talent Regions)</li><li>• Coordinated effort between the GWC, IN Chamber of Commerce</li></ul>
Expand data in Indiana’s College Readiness Reports, working in partnership with the IDOE to include additional <b>postsecondary transitions data</b> .	<ul style="list-style-type: none"><li>• Able to incorporate more transitions data in CHEDDS 2.0</li><li>• Transcript-level data collection for high school students (such as GPA) can help address learning loss</li></ul>
Create <b>access</b> to postsecondary opportunities in rural areas through the use of <b>technology</b> , broadband and <b>innovative</b> delivery models.	<ul style="list-style-type: none"><li>• The <b>Next Level Broadband Grant</b></li><li>• Encourages innovative models for dual credit teaching</li></ul>
Work with IEDC, DWD and others to <b>identify future high-potential industries</b> in different regions of the state to help target postsecondary completion in those areas.	<ul style="list-style-type: none"><li>• Indiana GPS project with Brookings/AEI</li></ul>

THE EDUCATOR PIPELINE

Action Item	Notes
Increase the number of Educator Preparation Program (EPP) completions, particularly in high-need subject areas and regions of the state.	<ul style="list-style-type: none"><li>Legislative changes to Next Generation Hoosier Educator Scholarship to expand eligibility and prioritize high-need fields</li><li>Increased outreach for teacher stipend targeting high-need fields</li></ul>
Increase the number of minority learners enrolling in and completing EPPs.	<ul style="list-style-type: none"><li>Increased outreach around minority teaching scholarship</li><li>Record number of applicants for minority teacher stipends</li></ul>



QUALITY

Action Item	Notes
Ensure transferability where there are gaps between institutions and between the K-12 and higher education sectors, particularly for career technical education courses.	<ul style="list-style-type: none"><li>Next Level Programs of Study pilots (53/71 complete, 18 pending licensure alignment) will be at scale by September</li></ul>
Ensure quality for non-credit credentials, such as industry certifications, and provide opportunities for non-credit credentials to be recognized and transfer.	<ul style="list-style-type: none"><li>Non-credit to credit-bearing crosswalk to help demonstrate quality for non-credit programs</li><li>HEA 1549 requires a PLA clearinghouse</li></ul>
Expand the collection, analysis and utilization of equity data in each of the Commission’s major reports, outreach efforts and financial aid programs.	<ul style="list-style-type: none"><li>Able to incorporate more equity data in CHEDDS 2.0</li><li>WRG equity data collection will be available within new dashboard</li></ul>
Monitor job-placement, wages and retention by degree program to recognize institutions keeping graduates in state, especially in high-priority sectors.	<ul style="list-style-type: none"><li>Indiana Credential Registry</li><li>EMSI/EQOS project to examine non-credit</li></ul>

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# NEXT STEPS





# NEXT STEPS

- ▶ **End of August:** Release Report Card
- ▶ **December:** Provide 2021 implementation summary at the December meeting; and Distribute the **2021 Educator Guide** focusing on the Indiana College Core
- ▶ **February:** Provide 2022 implementation plan at the February meeting
- ▶ **End of April:** Release 2022 Report Card (for year 2021)
- ▶ **August 2022:** Provide progress report on 2022 implementation
- ▶ **Beyond:** Prepare for 2023 reflection and refresh

# UPCOMING CONVENINGS

- ▶ **Career Relevance Employer Convening** : Fall 2021
- ▶ **Student Advocates Conference**: Winter 2021
- ▶ **State of Higher Education Address**: Winter 2022
- ▶ **H. Kent Weldon Conference for Higher Education**: Spring 2022







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